

# EDI in the portfolio

As part of our Borrower Survey, we asked our portfolio organisations about their Equity, Diversity and Inclusion (EDI) practices.

## Composition of leadership

We define Leadership as both Board and Senior Leadership staff, defined as the key decision-makers at the highest level of organizational management who have the day-to-day responsibilities of managing an organisation.

### Gender

**61% of our borrowers have senior teams where at least 51% are women**

### Ethnicity

**39% of our portfolio has a leadership representing the ethnically diverse community they operate in, i.e. >16.7% for those outside of London and > 46% based in London**

### Disability

**14% of our portfolio has leadership where more than a quarter have a disability or long term health condition**

### Socioeconomic Background

**64% of our borrowers had leadership with >40% state educated or working class representation**

### Sexual Orientation

**36% of our borrowers have leadership where more than 10% identify as LGBTQIA+**

# EDI and pay at SASC

SASC is committed to being an open, diverse and inclusive employer.

## SASC pay ratio and analysis

Fair pay is an important part of SASC's commitment to equality in the workplace.

While the gender balance across our staff cohort is 60% men and 40% women, the proportion of women in the most senior roles is lower at 33%.

In terms of ethnicity, we are 60% white and the proportion increases slightly in the more senior roles.

Our highest to lowest average pay gap metrics remain very healthy but percentages can be skewed significantly with small movements in staff churn given our low overall number of colleagues. However we continue to work hard to make SASC an inclusive place to work through our recruitment processes, flexible working practices, and the standards we set ourselves for behaviour in the workplace and respectful treatment of colleagues. This year we took part in Better Society Capital's ED&I training pilot.

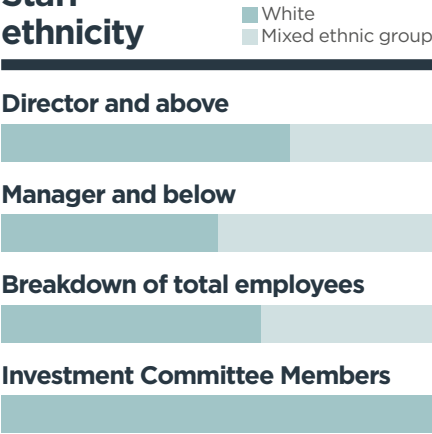
### Highest to lowest staff pay ratio

3.7:1\*

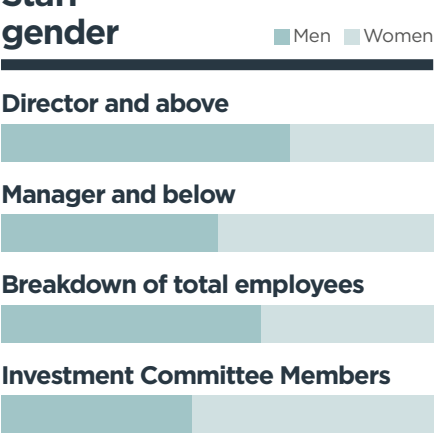
### Average pay gaps

Pay gaps	Gender	Ethnicity
Mean**	-7.3%	2%
Median***	14.4%	0%

### Staff ethnicity



### Staff gender



\* Data is based on the FTE salary for sole part-time staff member.  
\*\* A mean pay gap measures the difference between the average annual salary of one group against another.  
\*\*\* The median pay gap measures the difference between the pay of the middle member of one group against the middle member of another group, when ordered in an ascending list of pay.